



Employability Skills Among Graduates: Navigating Connections In The Modern Professional World For Global Employability

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Abstract

Having employability skills is essential for graduates to succeed in their professional careers in today's globalized and competitive job market. This research examines the employability abilities of graduates from Indian state and central institutions, with particular emphasis on problem-solving, academic proficiency, professional knowledge, mathematical proficiency, networking proficiency, technical proficiency, and communication proficiency. The study used a mixed-method approach to poll 1600 graduate students from 20 institutions located across ten different Indian states. The results highlight the need of filling in skill gaps to improve graduates' employability globally as they show notable differences in employability abilities among graduates. The report makes suggestions for how educational institutions and legislators can help graduates become more employable, which will ultimately lead to a workforce that is more competitive and skilled.

Key Words: Graduates, Employability Skills, Global Employability, Job Market.

Introduction

Graduates must have employability skills in today's dynamic and globalized job market in order to secure and take advantage of career chances. This essay examines the value of researching employability skills among Indian graduates from federal and state institutions. It is imperative for educational institutions, governments, and businesses to comprehend the employability skills levels of graduates, given the growing demand for competent people across all industries. Employability skills are essential for closing the knowledge gap between academia and the workforce. In order to thrive in the profession and keep up with the rapid improvements in technology and changing job positions, graduates must possess a varied range of abilities. .. The goal of this study is to identify areas for development and propose methods to increase graduates' global employability by assessing the levels of employability skills among graduates.

Need and significance of the Study

Comprehending academic competency enhances student performance and helps schools adapt curriculum to meet the demands of the labor market. Career counseling helps

graduates make informed decisions about their careers by helping them identify areas where they need information. Acknowledging math skill helps educators make adjustments so graduates do well in STEM, finance, and data analysis. Graduating students' networking abilities improves their social capital and business contacts by fostering linkages. Technical competency evaluation influences industry relationships and curricula, preparing graduates for a wide range of careers. Finding communication strengths and limitations improves written and verbal communication abilities and gets graduates ready for confident professional interactions. Graduating students' problem-solving skills may help shape instructional practices that foster critical thinking, creativity, and flexibility, preparing them to take on challenges and make valuable contributions to their organizations and society.

Reviews of the Study

The examined studies provide important insights into the employability abilities of graduates in the arts and sciences and advance our knowledge of the factors affecting employability. In order to improve employability, Nirmale (2017) highlights the significance of fundamental skills, higher-order thinking skills, and emotional skills, with self-motivation and creativity emerging as critical components. Gowsalya et al. (2016) draw attention to the disparity in pupils' understanding of marketable abilities and the absence of a relationship between parental education and skill levels. According to Danial et al. (2014), students' employability skills may be acquired through a combination of industrial training, career development activities, and self-concept. Ching-Yi Tsai (2013) examines differences in company and student perceptions of the abilities graduates possess and makes the case for more intimate ties between industry standards and academic achievements. According to Arocena et al. (2007), employability has a favorable effect on worker productivity, especially during difficult business times. Small and medium-sized businesses stand to gain a great deal from employability skill development initiatives. All of these studies highlight how complex employability is and how crucial it is to coordinate educational programs with the changing

Objectives of the Study

1. To assess the level of employability skills among graduates of state and central universities.
2. To examine significant differences in employability skills between graduates of state and central universities.

Methodology:

This study adopts a mixed-method approach, combining quantitative and qualitative research methods. A descriptive survey was conducted among 1600 graduate students from 20 universities across 10 states in India. A multi-stage stratified sampling approach was utilized to ensure representation from diverse academic disciplines. Data on employability skills were collected using a self-made and standardized tool.

Data Analysis

Table -1 Classification of students with regard to their level of Employability Skills

Classification	Range	N	Percentage
Low	42-97	498	31.125
Average	98-154	749	46.625
High	155-210	353	22.062

From the above table 46.625% of the sample's pupils belong to the "Average Employability Skills" group. A significant proportion of students—31.125% of the sample—are categorized as having "Low Employability Skills." This shows a worrying percentage of students who, in the absence of further assistance or skill-development programs, may have difficulty finding work or progressing in their professions and 22.062% of the pupils are categorized as possessing "High Employability Skills." Even though this percentage is lower than in the other groups, it still represents a sizeable percentage of students who show high employability abilities, which might provide them an advantage over other candidates in the labor market.

Table – 2 State and Central University Graduates Levels of Employability Skills Dimension wise

Dimensions	Sample size	Low	Average	High	X2
Academic competence	1600	486	762	352	340.32*
Carrier knowledge	1600	342	857	401	160.06*
Mathematical skills	1600	532	850	218	355.26*
Networking skills	1600	304	869	427	167.30*
Technical skills	1600	586	794	220	509.89*
Communicational skills	1600	384	975	241	76.61*
Problem solving skills	1600	468	752	380	339.39*

df=2:Pat0.01 level in 9.21 *significant at 0.01

Academic Competence stands out as a pivotal factor, with 30.4% of individuals exhibiting low levels, while 47.6% demonstrate an average level, and 22% showcase high proficiency. The high Chi-squared value of 340.32 emphasizes significant variations in academic competence among the graduates.

Career Knowledge emerges as another critical dimension, with 21.4% of respondents having low levels, 53.6% possessing average knowledge, and 25% demonstrating high levels. The associated Chi-squared value of 160.06 highlights notable discrepancies in career knowledge within the sample.

Mathematical Skills reveal a concerning trend, with 33.3% of individuals exhibiting low proficiency, while only 13.6% showcase high competence. However, a majority (53.1%) demonstrate average mathematical skills. The high Chi-squared value of 355.26 underscores substantial differences in mathematical abilities among the university graduates.

Networking Skills showcase a diverse distribution, with 19% displaying low proficiency, 54.3% demonstrating average skills, and 26.7% exhibiting high levels. The associated Chi-squared value of 167.30 which is significant variations in networking abilities among the university graduates Technical Skills exhibit a notable disparity, with 36.6% of individuals showcasing low levels, while only 13.8% demonstrate high proficiency. However, nearly half (49.6%) display average technical skills. The high Chi-squared value of 509.89 revealed that a significant discrepancies in technical competencies within the sample.

Communication Skills emerge as a strong suit for a majority of individuals, with 24% displaying low levels, 60.9% showcasing average proficiency, and 15.1% demonstrating high competence. The relatively lower Chi-squared value of 76.61 suggests less pronounced differences in communication abilities among the university graduates

Results

1. State and Central University Graduates possess a moderate level of employability skills
2. The study found that significant variations in employability skills among graduates from state and central universities with regard to the dimensions Academic competence, career knowledge, mathematical skills, networking skills, technical skills, communication skills, and problem-solving skills

Suggestions & Recommendations

1. Create and implement focused skill development programs to improve particular employability skills—like technical and mathematical skills—that graduates have been shown to be deficient in.
2. Provide training sessions, workshops, and seminars with the goal of enhancing participants' problem-solving, networking, and communication skills—all of which are critical for success in the workplace.
3. Update and revise academic courses to provide experiential, hands-on learning opportunities that support employability skill development.

4. To ensure that curriculum meet the demands and expectations of business, educational institutions and industrial relationships should be strengthened.
5. Offer thorough career advising and counseling services to assist students in determining their interests, abilities, and desired careers.

Conclusion

The result of the investigation emphasizes the significance of employability skills for recent graduates in the contemporary workplace. Through the identification of skill gaps and provision of improvement recommendations, this research enhances the employability of graduates on a worldwide scale and cultivates a skilled labor force that can fulfill the needs of the job market in the twenty-first century.

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